



Restructuring Update – Brown Bag Lunch

June 24-25, 2008

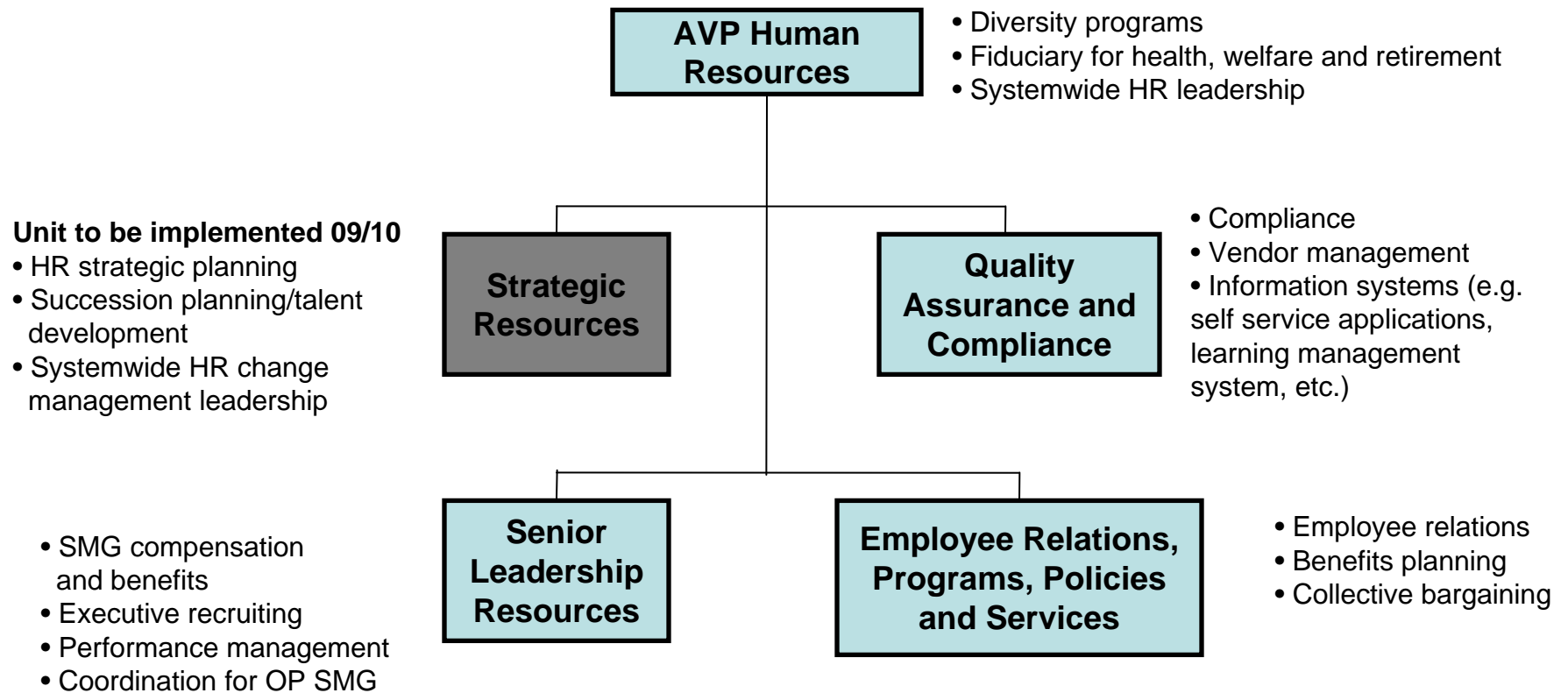
Hiring Processes Update

- Business Resource Center jobs posted until Monday, June 30
- Institutional Research director position posted until Monday, June 30
- OP Budget Office administrative specialist jobs posted until Monday, June 30
- Project Management office positions are being revised and will be reposted in the next couple of weeks.

Human Resources Proposed Organization

UCOP Brown Bags
June 24-25

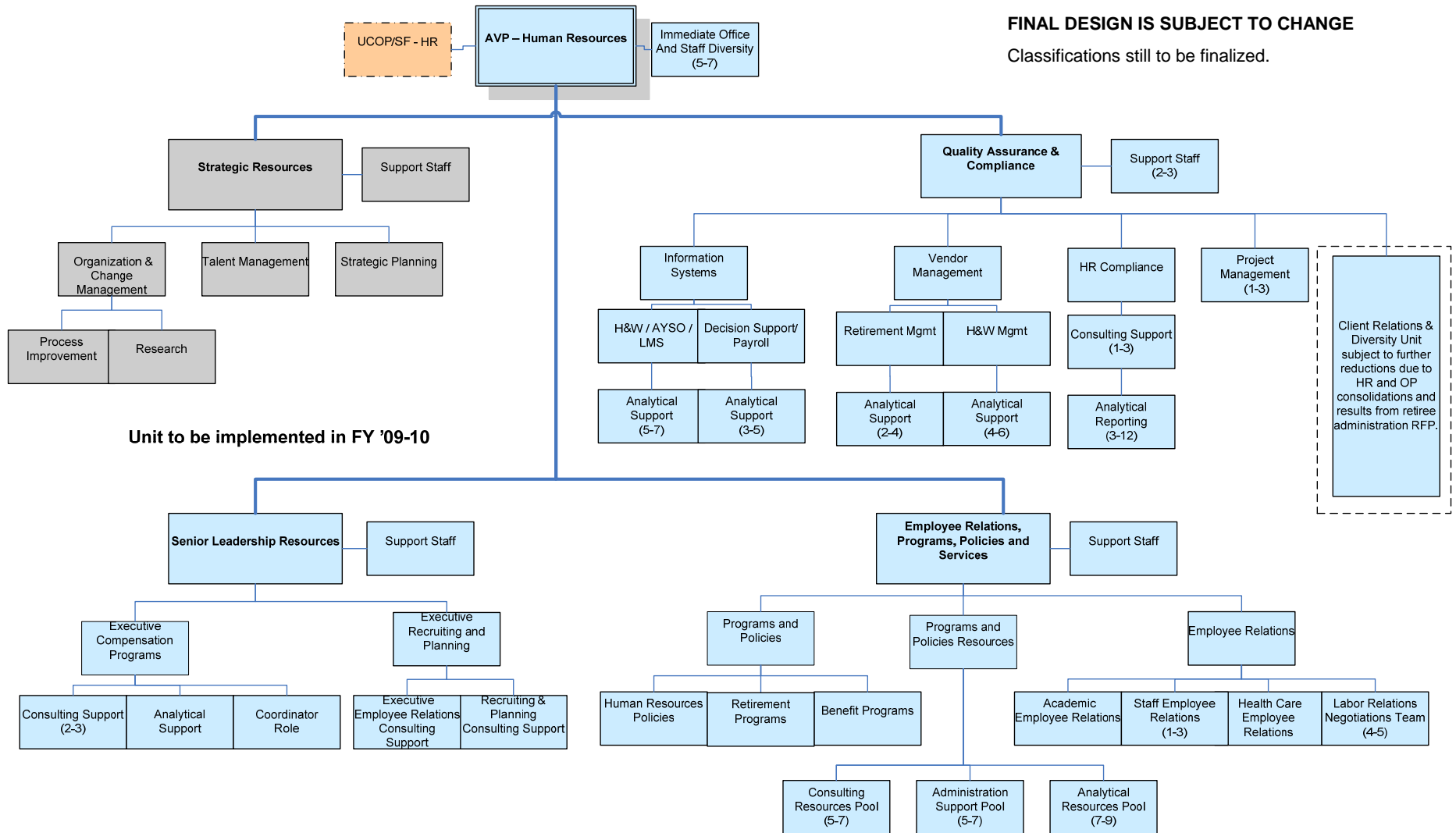
New HR Organization Design



Final design subject to change

Budget under development

HR Organization



Position Development and Legislative Analysis Restructuring

**High-Level Design
Recommendations**

June 2008



Workgroup Team

Nina Robinson (Student Affairs – Team Leader)

Todd Greenspan (Educational Relations)

Brad Hayward (Strategic Communications)

Kate Jeffery (Student Affairs)

Jenny Kao (State Governmental Relations)

Stan Kowalski (Human Resources & Benefits)

Elizabeth Langdon-Gray (Federal Governmental Relations)

Santiago Muñoz (Health Sciences and Services)

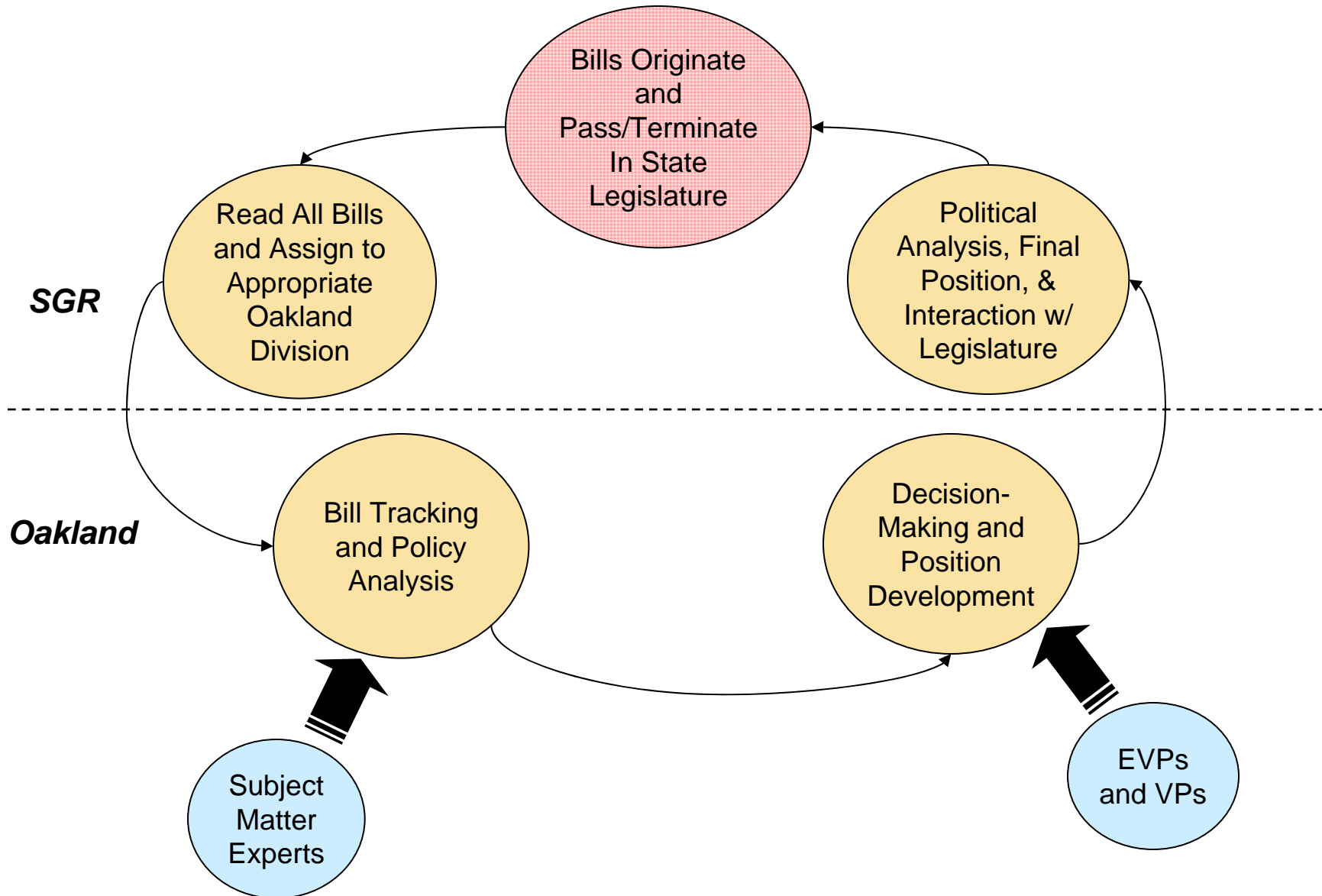
David Robinson (Office of the General Counsel)

Rebecca Brian (Monitor)

David Hayward (Monitor)

Chris Furgiuele (Academic Planning & Budget - Staff)

Principal Elements of the UC State Legislative Analysis Process



Key Finding

- To be effective and efficient, UC's legislative coordination and analysis must be built on a foundation of positions that are:
 - Developed proactively
 - Coordinated across all OP divisions
- Position development must be:
 - Institutionalized
 - Staffed
 - Accountable
 - Transcend OP's divisional structure, though the expertise and analysis that underlie positions come from divisions

Legislative Coordination and Analysis: Key Strengths

- UC's legislative analysis is highly regarded for its quality and, in most cases, responsiveness
- Key to our quality lies in the subject matter expertise of staff in UC's policy units. OP SMEs are:
 - Highly specialized
 - Closely linked to operational issues, which keeps them up-to-date and relevant
- These strengths must be preserved

Legislative Coordination and Analysis: Challenges and Opportunities

- Resources available for legislative analysis and coordination vary by division
 - Leads to uneven workload levels
 - Sometimes compromises effectiveness
- Coordination of cross-cutting issues is ad hoc and not always comprehensive
- Cost analysis function needs standardization
- Lots of time spent “fighting fires”
- Identifying and addressing emerging issues could create more efficiencies in these activities

High-Level Design Recommendation One

Create a Position Development function within OP, charged with:

- **Scanning** to identify emerging issues and develop positions on them early, before we are forced to respond
- **Supporting** the President's development of UC's proactive policy agenda
- **Convening** key parties in a structured manner to facilitate decision-making and principle development
- **Resolving** cross-divisional issues
- **Communicating** policy positions
- **Monitoring** implementation

High-Level Design Recommendation Two

Consolidate within the central Position Development function state and federal legislative coordination activities currently performed at the divisional level

The UC Position Development and Legislative Analysis Function

| | Function | Current Model | Consolidated Model |
|---------------------------------|--|---|--|
| Proactive Positioning | Convening Agenda Setting Cross-Divisional Feedback Coordination | Not currently done in a structured way | Performed in the Consolidated Legislative Unit |
| Legislative Response & Analysis | Legislative Coordination Legislative Analysis Legislative Inquiries Follow-Up & Implementation Monitoring | Academic Affairs Health Sciences & Services Agriculture & Natural Resources Budget Office Business Operations | |
| Subject Matter Expertise | Analytic Foundation Specialization Link to Operations | Performed in the Policy Units | |